

EEO ANNUAL PUBLIC FILE REPORT ENTERCOM BOSTON

This report covers full-time vacancy recruitment for the period of December 1, 2014 through November 30, 2015

Employment Unit: Entercom Boston, LLC	Address: Entercom Boston, LLC 20 Guest Street, 3 rd Floor Brighton, MA 02135	Contact Person/Title: Phil Zachary VP/Market Manager
Unit Members, Community of License WAAF-FM, Westboro, MA WEEI-AM, Boston, MA WKAF-FM, Brockton, MA WEEI-FM, Lawrence, MA WRKO-AM, Boston, MA	Telephone Number: 617-779-5800	E-mail Address: pzachary@entercom.com

1. Full-Time Job Vacancies Filled by the Employment Unit:

	Title	Recruitment Source Referring Hire	Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List)	Referral Source of Interviewees
A	Sales Assistant 12/1/2014	Internal Posting	1-159	Entercom.com: 9 Employee Referral: 2 Internal Posting: 1
B	Continuity/Traffic Manager 12/8/2014	Entercom.com	1-159	Entercom.com: 5
C	Sales Assistant 1/12/2015	Internal Posting	1-159	Entercom.com: 3 Employee Referral: 1 Internal Posting: 1
D	Account Executive 2/17/2015	Entercom.com	1-159	Entercom.com: 1 Employee Referral: 1 Internal Posting: 1 Indeed.com: 1
E	Account Executive 3/2/2015	Industry Referral	1-159	Employee Referral: 1 Indeed.com: 1 Internal Posting: 1 Industry Referral: 1
F	Staff Accountant 3/23/2015	Craigslist.com	1-159	Entercom.com: 2 LinkedIn: 3 Indeed.com: 1 Employee Referral: 1 Craigslist.com: 15



G	On-Air Host, WRKO Morning Show 4/6/2015	Current Employee PT to FT	1-159	Current Employee (PT to FT): 1
H	Account Executive 4/6/2015	Industry Referral	1-159	Entercom.com: 3 Indeed.com: 1 Industry Referral: 1
I	Promotion Director 4/14/2015	Entercom.com	1-159	Entercom.com: 2 Internal Posting: 3 Employee Referral: 2 AllAccess.com: 5 CareerBuilder.com: 1
J	Sr. Accountant 5/11/2015	Employee Referral	1-159	Craigslist.com: 6 Employee Referral: 1 The CEI Group: 1
K	Digital Content Specialist 5/18/2015	Craigslist.com	1-159	Craigslist.com: 9 Internal Posting: 1 Entercom.com: 1
L	Producer 5/18/2015	Employee Referral	1-159	Former Intern: 1 Internal Posting: 3 Employee Referral: 1
M	Sr. Accountant 5/25/2015	Entercom.com	1-159	Repeat Pool J
N	Sales Assistant 5/27/2015	Entercom.com	1-159	Entercom.com: 4 Employee Referral: 1
O	On-Air Host, WRKO Morning Show 6/22/2015	Current Employee PT to FT	1-159	Current Employee (PT to FT): 1
P	WRKO Sales Manager 6/22/2015	LinkedIn.com	1-159	LinkedIn.com: 1 Entercom.com: 2 Indeed.com: 1 Industry Referral: 1
Q	Account Executive 8/3/2015	Employee Referral	1-159	Entercom.com: 2 Employee Referral: 1 August/Wynn Group: 2 LinkedIn.com: 2 Syracuse University: 1
R	On Air Personality 8/31/2015	Internal Posting	1-159	Internal Posting: 4 Entercom.com: 1
S	Receptionist 9/8/2015	Internal Posting	1-159	Internal Posting: 1 Employee Referral: 2 Indeed.com: 6 LinkedIn.com: 1

T	Account Executive 9/8/2015	Ziprecruiter.com	1-159	Indeed.com: 3 August/Wynn Group: 1 Ziprecruiter.com: 1 Employee Referral: 1
U	Operations Manager/ Assistant Program Director – WRKO 9/14/2015	Internal Posting	1-159	Internal Posting: 4 Entercom.com: 1
V	Account Executive 10/05/2015	Employee Referral	1-159	Monster.com: 1 Indeed.com: 1 Employee Referral: 1 Internal Posting: 1 CareerBuilder.com: 1
W	Engineer 10/12/2015	Society of Broadcast Engineers	1-159	Society of Broadcast Engineers: 3 Indeed.com: 1 Entercom.com: 1
Total # of New Interviewees for full-time job vacancies during the reporting period:				150

2. Recruitment Sources

OUTREACH ORGANIZATIONS

	Name	Organization	Contact Information	Number of Interviewees Referred by Recruitment Source	Source Entitled to Vacancy Notification (Yes/No)?
1	Carol Sharick	Amherst College	careers@amherst.edu 413-542-2265	0	NO
2	Judy Sparanges	Anna Maria College	Jsparanges@AnnaMaria.edu 508-849-3300	0	NO
3	Carol McGuiggan	Assumption College	cmcguigg@assumption.edu 508-767-7000	0	NO
4	Lois King	Atlantic Union College	lois.king@auc.edu 978-368-2000	0	NO
5	Sally Schirmer Smith	Bay Path College	hr@baypath.edu 413-567-0621	0	NO
6	Office of Career Services	Bay State College	careers@baystate.edu 617-217-9266	0	NO
7	Janet Kenney	Bentley University	jkenney@bentley.edu 781-891-3423	0	NO
8	Office of Career Development	Berklee College of Music	CDC@Berklee.edu 617-266-1400	0	NO
9	Office of Career Services	Berkshire Community College	jcornman@berkshirecc.edu 413-236-1611	0	NO
10	Tom McDonough	Berkshire Works	tmcdonough@detma.org 413-499-2220	0	NO
11	Dr. Lisa Cuklanz	Boston College	Cuklanz@bc.edu 617-552-4280	0	NO
12	Director of Career Services	Boston College	employer.recruiting@bc.edu 617-552-4769	0	NO
13	Student Employment Job Board	Boston University	stujobs@bu.edu 617-353-3594	0	NO
14	Joyce Rogers	Boston University – College of Communication	comjobs@bu.edu 617-353-3490	0	NO
15	Pat Nickerson	Boston Women's Commission	BostonWomen@cityofboston.gov 617-635-3138	0	NO
16	Caroline O'Shea	Brandeis University	oshea@brandeis.edu 781-736-3618	0	NO
17	Christine Tetreault	Bridgewater State College	careersrv@bridgew.edu diane.bell@bridgew.edu juliana.horton@bridgew.edu 508-531-1328	0	NO
18	Jeffrey Craig	Bristol Community College	human-resources@bristolcc.edu 508-678-2811 ext.2594	0	NO
19	Delores Gatley	Bunker Hill Community College	JobPostings@BHCC.Mass.edu 617-228-2420	0	NO
20	Office of Career Services	Cambridge College	careerservices@cambridgecollege.edu 617-873-0614	0	NO
21	Alison Adams	Career Resource Library (Boston University)	Future@BU.edu 617-353-3650	0	NO
22	Eric Saczawa	Clark University	careers@clarku.edu 508-793-7711	0	NO
23	Office of Career Services	Colby-Sawyer College	welcome@colby-sawyer.edu 603-526-3000	0	NO

24	Office of Career Services	College of the Holy Cross	PAHEARN@holycross.edu 508-793-3880	0	NO
25	Office of Career Services	Colleges of Worcester Consortium	ddaoust@cowc.org 508-754-6829	0	NO
26	Tom Patria, Business Service Representative	Commonwealth of Massachusetts' Division of Career Services	hnarayanan@detma.org 508.478.4300 x122	0	NO
27	Steven Godfrey	Community Minority Cultural Center	sgodfrey@conversent.net 781-477-1800	0	NO
28	Krista Mazzuca	Community Renewal Team	mazzucak@crtct.org 860-560-5661	0	NO
29	Steve Williams	Connecticut School of Broadcasting	swilliams@gocsb.com 781-444-0237	0	NO
30	Office of Career Services	Curry College	careerdevelopment@curry.edu 617-333-2195	0	NO
31	Kerry Willard Bray	Daniel Webster College	CareerResources@dwc.edu 603-577-6584	0	NO
32	Office of Career Services	Dartmouth College	career.services@dartmouth.edu 603-646-1111	0	NO
33	Lolsa Costello	Dunbar Community Center	lcostello@springieldy.org 413-788-6143	0	NO
34	Donna Lund	Dvision of Employment & Training	dlund@detma.org 617-626-5054	0	NO
35	Office of Career Services	Eastern Nazarene College	bradford.e.thorne@enc.edu 617-745-3000	0	NO
36	Office of Career Services	Elms College	davisn@elms.edu 413-594-2761 x272	0	NO
37	Sandy Rivet, Staff Assistant	Emerson College	Careers@emerson.edu 617-824-8586	0	NO
38	Career Development Center	Emmanuel College	careerdevelopment@emmanuel.edu 617-735-9930	0	NO
39	Office of Career Services	Endicott College	careers@endicott.edu 978-232-2330	0	NO
40	Resource & Referral Program	Every Woman's Center – Umass	ewcmail@admin.umass.edu 413-545-0883	0	NO
41	Anne Borges	Fall River Career Center	aborges@detma.org 508-730-5003	0	NO
42	Patricia Robinson	FOR Community Services	probinson@sunshine.us 413-592-6142	0	NO
43	Carol Spector	Framingham State College	careerservices@framingham.edu 508-620-1220	0	NO
44	Rosemary Nichols	Franklin Pierce College	nicholrm@franklinpierce.edu 603-899-4045	0	NO
45	Elizabeth Torres	Freedom House, Inc	info@freedomhouse.com 617-445-3700	0	NO
46	Office of Career Services	Girls Incorporated of Pittsfield	dariusg@brighamcenter.org 413-442-5174	0	NO
47	Cynthia Loftus	Goodwill Industries	cloftus@ourgoodwill.org 413-788-6981	0	NO
48	Office of Career Services	Gordon College	career-services@gordon.edu 978-927-2300	0	NO
49	Bettye Coney	Grace Church of All Nations	administration@gcoan.org 617-825-6757	0	NO
50	Office of Career Services	Greenfield Community College	forster@gcc.mass.edu 413-775-1000	0	NO
51	Jane Zerby	Hampshire College (Career Options Center)	corc@hampshire.edu 413-559-5520	0	NO

52	Linda Roberts	Harriet Tubman House	Lroberts@uses.org 617-536-8610	0	NO
53	Office of Career Services	Harvard University	ocsjobs@fas.harvard.edu 617-495-2595 ext. 0	0	NO
54	Office of Career Services	Holyoke Community College	rpowers@hcc.edu 413-538-7000	0	NO
55	Helena Marques	Immigrants Assistance Center	mrq729@aol.com 508-996-8113	0	NO
56	Anne M. Marona	International Association for Administrative Professionals	anne.marie.marona@bhs.org 413-794-4111	0	NO
57	Elizabeth Nunn	International Institute of Boston	enunn@iiboston.org 617-695-9990	0	NO
58	Ed Crognalo	Job Net	ecrognalo@detma.org 617-338-0809 ext 214	0	NO
59	Office of Career Services	Keene State College	aca@keene.edu 603-358-2500	0	NO
60	Office of Career Services	Lasell College	careerservices@lasell.edu 617-243-2307	0	NO
61	Office of Career Services	Lesley College	crcjobs@lesley.edu 617-349-8550	0	NO
62	Office of Career Services	Longy School of Music	admissions@longy.edu 617-876-0956	0	NO
63	Office of Career Services	M.I.T.	career-www@mit.edu 617-253-4733	0	NO
64	Office of Career Services	MA College of Liberal Arts	M.Wooten@mcla.edu 413-662-5332	0	NO
65	Marilyn Offer	Mass Commonwealth of Unemployment	moffer@detma.org 508-730-5033	0	NO
66	Office of Career Services	Massachusetts College of Art	careerservices@massart.edu 617-232-1555	0	NO
67	Office of Career Services	Massachusetts College of Liberal Arts	m.wooten@mcla.edu 413-662-5333	0	NO
68	Peter White	Massachusetts Rehabilitation Comm.	peter.white@massmail.state.ma.us 413-499-2720	0	NO
69	Office of Career Services	Massasoit Community College	kpryles@massasoit.mass.edu 508-588-9100 ext. 1407	0	NO
70	Office of Career Services	Merrimack College	careerservices@merrimack.edu 978-837-5000	0	NO
71	Office of Career Services	MIT	career-www@mit.edu 617-253-1000	0	NO
72	Office of Career Services	Montserrat College of Art	kirk.snow@montserrat.edu 978-922-8222	0	NO
73	Office of Career Services	Mount Ida College	rbrooks@mountida.edu 617-928-4602	0	NO
74	Office of Career Services	Mt. Wachusett Community College	pbrewerton@mwcc.mass.edu 978-632-6600	0	NO
75	Office of Career Services	Myrtle Baptist Church	myrtlebaptist@gmail.com 617-332-5870	0	NO
76	Job Placement Officer	NAACP	washingtonbureau@naacpnet.org 508-991-4416	0	NO
77	Human Resources	NAACP – National Office	nbailey@naacpnet.org 410-358-8900	0	NO
78	Office of Career Services	NAACP/South Middlesex Branch	washingtonbureau@naacpnet.org 508-620-1230	0	NO
79	Karen Hunter	NAB Career Center	nab@nab.org 202-429-5497	0	NO

80	Michelle Vignoli	National Association of Hispanic Journalists	nahj@nahj.org 202-662-7145	0	NO
81	Marianne Wisheart	NE Conservatory of Music	marianne.wisheart@necmusic.edu 617-585-1118	0	NO
82	Office of Career Services	New England College	edurkee@nec.edu 603-428-2000	0	NO
83	Bill Devine	New England School of Communication	bill@nescom.edu 207-947-6083	0	NO
84	Office of Career Services	New Hampshire College	p.gamelin@snhu.edu 603-668-221	0	NO
85	Barbara Rivera	New North Citizens Council	klmorales@newnorthcc.org 413-746-4885	0	NO
86	Office of Career Services	New School of Radio	tbrownlie@nsrt.org 518-438-7682	0	NO
87	Office of Career Services	Newbury College	careers@newbury.edu 617-730-7000	0	NO
88	Office of Career Services	Nichols College	careerservices@nichols.edu 508-943-1560	0	NO
89	Linwood Hagin, Ph.D.	North Greenville College	career.services@ngu.edu 864-977-7137	0	NO
90	Office of Career Services	North Shore Community College	lmarcus@northshore.edu 978-762-4000	0	NO
91	Mika Benford	Northeast Minority News	mika_benford@yahoo.com 860-249-6065	0	NO
92	Office of Career Services	Northeast University Stern Cnt.	Student-Affairs@neiu.edu 617-373-2000	0	NO
93	Maria K. Stein	Northeast University-Career Dev. & Placement	Student-Affairs@neiu.edu 617-373-4010	0	NO
94	Eric Cohen	Office of Equal Opportunity	eric.cohen@newbedford-ma.gov 508-979-1446 ext.208	0	NO
95	City of Springfield	Old Hill Neighborhood Council	oldhillcouncil@gmail.com 413-736-4575	0	NO
96	Career Development	Pine Manor College	careerdevelopment@pmc.edu 617-731-7000	0	NO
97	Jim Kuras (Career Services Manager)	Plymouth State College	jmkuras@mail.plymouth.edu 603-535-5000	0	NO
98	Office of Career Services	Puerto Rican Veteran's Association	sgtgomez@aol.com 413-731-0194	0	NO
99	Michael Patrick	Regent University	mackerman@regent.edu 757-352-4916	0	NO
100	Office of Career Services-John Conway	Regis College	John.Conway@regiscollege.edu 781-768-7000	0	NO
101	Rhonda Jones	Rhode Island Indian Council	rjones@rhodeislandindiancouncil.org 401-781-1098 ext. 306	0	NO
102	Raymond Lambert	RI State Equal Opportunity Office	rlambert@gw.doa.state.ri.us 401-222-3090	0	NO
103	Office of Career Services	Roxbury Multi-Service Center	fscott@roxmulti.org 617-427-0171	0	NO
104	Chris Williams (Business Manager)	Roxbury YMCA	cwilliams@ymcaboston.org 617-427-5300	0	NO
105	Office of Career Services	Rutgers University	thopkins@andromeda.rutgers.edu 973-353-5311	0	NO
106	Office of Career Services	Saint Anselm College	ocs@anselm.edu 603-641-7000	0	NO
107	African American Association	Salem State College	career@salemstate.edu 978-542-6000	0	NO

108	Office of Career Services	Salem State College	career@salemstate.edu 978-542-6145	0	NO
109	Deb Wijnhoven	Smith College	dwijnhoven@smith.edu 413-585-2597	0	NO
110	Mr. Swan	South End Community Center	southendcommunitycenter@yahoo.com 413-788-6173	0	NO
111	Sharon Mosier	Springfield College	smosier@springfieldcollege.edu 413-748-3000	0	NO
112	Office of Career Services	State Office of Affirmative Action	OHR@cityofboston.gov 617-727-7441	0	NO
113	Elaine Lamonica	State Office Of Minority Women's Business Associations	Elaine.Lamonica@sdo.state.ma.us 617-502-8831	0	NO
114	Office of Career Services	Stonehill College	hheerman@stonehill.edu 508-565-1000	0	NO
115	Office of Career Services	Suffolk University	coopjobs@suffolk.edu 617-573-8000	0	NO
116	Dr. Jin Kim	SUNY	Jin.Kim@plattsburgh.edu 518-564-2285	0	NO
117	Dawn Blades	Suny-New Paltz	bladesd@newpaltz.edu 845-257-7869	0	NO
118	Placement Office	Syracuse University	careers@syr.edu 315-443-1870	1	NO
119	Tracy Goldat	Temple University Career Development Services	careercenter@temple.edu 215-204-7981	0	NO
120	Denise King	Thayer Academy	Dking@thayer.org 781-843-3580	0	NO
121	Office of Career Services	Twelfth Baptist Church	office@tbcbboston.org 617-442-7855	0	NO
122	Linda Roberts	United South End Settlements	lroberts@uses.org 617-536-8610	0	NO
123	Placement Office	University of Delaware	hrhelp@udel.edu 302-831-2000	0	NO
124	Office of Career Services	University of Hartford	hrd@hartford.edu 860-768-4100	0	NO
125	Office of Career Services-John Williams	University of MA at Amherst	careerservices@umass.edu 413-545-0111	0	NO
126	Office of Career Services	University of MA at Boston	becky.hsu@umb.edu 617-287-5000	0	NO
127	Office of Career Services	University of MA at Dartmouth	csantos1@umassd.edu 508-999-8661	0	NO
128	Office of Career Services	University of Maine	umainecareercenter@umit.maine.edu 207-581-1283	0	NO
129	Office of Career Services-Edwin Santos	University of Massachusetts	careers@umb.edu 617-287-5519	0	NO
130	Tina Acker	University of Massachusetts, Amherst	careerservices@umass.edu 413-545-1396	0	NO
131	Susan Chinman	University of Massachusetts-Minority Graduate	Schinman@grad.umass.edu 413-545-5284	0	NO
132	Office of Career Services	University of New Hampshire	krystal.hicks@unh.edu 603-862-2010	0	NO
133	Office of Career Services	University of NH at Manchester	gaynelle.pratt@usnh.edu 603-641-4321	0	NO
134	Placement Office	University of Vermont	employment@uvm.edu 802-656-3368	0	NO
135	Grayce-Lynda R. Sypteras	Upper Hill Neighborhood Council	upperhill@yahoo.com 413-734-6522	0	NO

136	Robert DuBois	Urban Collaborative Accelerated Progeam (UC)	urbancollaborative@yahoo.com 401-272-0881	0	NO
137	Yvonne Matthews	Urban League	ymatthews@ulgh.org 860-527-0147	0	NO
138	Office of Career Services	Urban League	rlevine@ulem.org wwatkins@ulem.org 617-442-4519	0	NO
139	Marsha Reeves Jews	US Black Engineers and Information Technology	jhamilton@ccgmag.com 410-244-7101	0	NO
140	Heather Graham	US Dept of Labor	graham.heather@dol.gov 617-565-3630	0	NO
141	Jill Houser	US Dept. of Labor/Apprentice & Training	houser.jill@dol.gov (617) 788-0177	0	NO
142	Adam Guttell	WBRS-FM (Brandeis University)	gm@wbbs.org 617-736-5277	0	NO
143	News Director	WBRU (Brown University)	wendell@wbru.com 401-421-9278	0	NO
144	Jeanne Hart-Steffes	Western New England College	jsteffes@wne.edu 413-782-1283	0	NO
145	Office of Career Services	Westfield State College	careers@westfield.ma.edu 413-572-5300	0	NO
146	Office of Career Services	Wheaton College	filene@wheatonma.edu 508-285-8200	0	NO
147	Office of Career Services-Yolanda Paul	Wheelock College	ccd@wheelock.edu 617-734-5200	0	NO
148	Office of Career Services	Williams College	occ@williams.edu 413-597-3131	0	NO
149	David Rempell	Williamstown Youth Center	david@williamstownyouthcenter.org 413-458-5925	0	NO
150	Office of Career Services	Worcester State College	careerservices@worcester.edu 508-929-8000	0	NO
151	Lou Conrad	WRBB-FM (Northeastern University)	promo@wrbbradio.org 617-437-2790	0	NO
152	Patricia Monteith	WUMB-FM (U-Mass Boston)	wumb@umb.edu 617-287-6900	0	NO
153	Meaghan O'Hare	WZBC-FM 90.3FM (Boston College)	internship.director@wzbc.org 617-552-3511	0	NO
154	Corinne Cremotti	YMCA of Greater Springfield	ccremotti@springfieldY.org lcostello@springfieldy.org 413-739-6951	0	NO
155	Kendra Strangis	YMCA of New Bedford	kstrangis@ymcasouthcoast.org 508-997-5362	0	NO
156	Office of Career Services	YWCA Boston	jobs@ywcaboston.org 617-585-5400	0	NO
157	Office of Career Services	YWCA Cambridge	nobrien@cambymca.org 617-491-6050	0	NO
158	Yuri Bong	Entercom Communications Corp www.entercom.com/careers	ybong@entercom.com	37	N/A
159	EEO Coordinator	Internal postings (common area boards) or email to newenglandusers@entercom.com	agreen@entercom.com	21	N/A

OTHER SOURCES USED TO FILL VACANCIES		
-	Indeed.com	16
-	Employee Referral	16
-	Industry Referral	3
-	LinkedIn.com	7
-	Craigslist.com	30
-	Current Employee	2
-	Allaccess.com	5
-	Careerbuilder.com	2
-	Former Intern	1
-	CEI Group	1
-	August/Wynn	3
-	Zipcruiter	1
-	Society of Broadcast Engineers	3
-	Monster.com	1

JOB FAIRS			
1	Kraft Sports Group Career Fair	See Supplemental Recruitment Initiative #8	0
2	Boston Red Sox Sports and Entertainment Career Fair	See Supplemental Recruitment Initiative #9	0
3	Lincoln Tech Job Fair	See Supplemental Recruitment Initiative #10	0
4	Stonehill College Job Fair	See Supplemental Recruitment Initiative #11	0
5	Worcester State College Job Fair	See Supplemental Recruitment Initiative #12	0
6	Art Institute of Boston Job Fair	See Supplemental Recruitment Initiative #13	0
7	Brandeis University Job Fair	See Supplemental Recruitment Initiative #14	0

Total # of New Interviewees Referred:	150
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3. Supplemental Recruitment Initiatives

Title		Date	Location	Description	Titles of Employees Involved
1	Manager EEO Training	Periodically throughout the year	Entercom Boston	Managers are trained regarding EEO compliance rules, and are given forms and policy memos. All Department heads are expected to adhere to the EEO rules and complete all necessary EEO paperwork for each new hire.	EEO Administrator Department Heads
2	Internship Program	Periodically throughout the year	Entercom Boston	Entercom Boston offers internships at the radio stations in our Promotions, Sales, Business and Programming departments. Interns must be college students and receive college credit for the internships. The Promotions Directors and the Programming Directors oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year. 35 Interns participated in this program.	Promotions Director Business Manager Producers Campaign Manager Sales Manager
3	RAMP 3.0 Sales Training Program	Periodically throughout the year	Entercom Boston	Entercom Salespeople and Managers participate in Entercom's proprietary RAMP Training. 6 AEs and 1 Sales Associates graduated from this program during the annual reporting period.	Sales Managers Account Executives Sales Associates
4	Connecticut School of Broadcasting Scholarship Program	2014-2015 School year	CT School of Broadcasting	Through a partnership with the Connecticut School of Broadcasting, scholarships were awarded on WEEI-FM & WAAF-FM's behalf. The scholarships are awarded on the basis of talent and need, and are paid for through a trade with the school for advertising on-air.	Business Manager
5	Entercom's EEO Policy and Compliance Training	February 12, 2015	Web-Ex	Entercom's VP of Human Resources facilitates a training session on Entercom's Preventing Discrimination Policy and Procedure. The training also discusses Entercom's EEO Policy and Procedure and reviews the requirements that each market must complete in order to be in compliance.	VP of Human Resources Entercom Markets
6	Street Team Group Interview/Open House	February 18, 2015	Entercom Boston	Candidates attended the Entercom Boston Street Team Group Interview/Open House at the Entercom Boston offices. Topics discussed were the qualifications and skills necessary to be a successful street team member. Current job openings (for Boston, Providence and Springfield) and applications were distributed.	Street Team Promotion Coordinators Promotion Directors
7	EEO Breakfast	March 25, 2015	Entercom Boston	Entercom Boston hosted a breakfast for our EEO Recruitment Source contacts. Managers discussed the opportunities available and provided an overview of their specific departments. Recruitment Sources were strongly encouraged to refer candidates for our open positions. Four recruitment contacts participated.	General Manager Business Department Manager Payroll/HR Manager Program Directors Marketing Director Sales Managers Director of Engineering
8	Kraft Sports Group Career Fair	March 28, 2015	Gillette Stadium Foxboro, MA	Two of Entercom Boston's Lead Street Teamers, attended a Career Fair at Gillette Stadium in Foxboro, MA. Current job openings (for Boston, Worcester, Providence and Springfield) and applications were distributed. Resumes were collected from potential applicants. Topics discussed were the qualifications and skills necessary to be a successful Entercom employee.	Street Team Promotion Coordinators Promotion Directors

9	Boston Red Sox Sports and Entertainment Career Fair	April 14, 2015	Fenway Park	Two of Entercom Boston's Lead Street Teamers, attended a Career Fair at Fenway Park in Boston, MA. Current job openings (for Boston, Worcester, Providence and Springfield) and applications were distributed. Resumes were collected from potential applicants. Topics discussed were the qualifications and skills necessary to be a successful Entercom employee.	Street Team Promotion Coordinators
10	Lincoln Tech Job Fair	August 27, 2015	Lincoln Tech Campus	Two of Entercom Boston's Lead Street Teamers, attended a Job Fair at Lincoln Tech in Somerville, MA. Current job openings (for Boston, Worcester, Providence and Springfield) and applications were distributed. Resumes were collected from potential applicants. Topics discussed were the qualifications and skills necessary to be a successful Entercom employee.	Street Team Promotion Coordinators
11	Stonehill College Job Fair	September 8, 2015	Stonehill Campus	Two of Entercom Boston's Lead Street Teamers, attended a Job Fair at Stonehill College in Easton, MA. Current job openings (for Boston, Worcester, Providence and Springfield) and applications were distributed. Resumes were collected from potential applicants. Topics discussed were the qualifications and skills necessary to be a successful Entercom employee.	Street Team Promotion Coordinators
12	Worcester State College Job Fair	September 11, 2015	Worcester State Campus	Two of Entercom Boston's Lead Street Teamers, attended a Job Fair at Worcester State College in Worcester, MA. Current job openings (for Boston, Worcester, Providence and Springfield) and applications were distributed. Resumes were collected from potential applicants. Topics discussed were the qualifications and skills necessary to be a successful Entercom employee.	Street Team Promotion Coordinators
13	Art Institute of Boston Job Fair	September 14, 2015	Art Institute Campus	Two of Entercom Boston's Lead Street Teamers, attended a Job Fair at Art Institute of Boston. Current job openings (for Boston, Worcester, Providence and Springfield) and applications were distributed. Resumes were collected from potential applicants. Topics discussed were the qualifications and skills necessary to be a successful Entercom employee.	Street Team Promotion Coordinators
14	Brandeis University Job Fair	September 17, 2015	Brandeis Campus	Two of Entercom Boston's Lead Street Teamers, attended a Job Fair at Simmons College in Boston, MA. Current job openings (for Boston, Worcester, Providence and Springfield) and applications were distributed. Resumes were collected from potential applicants. Topics discussed were the qualifications and skills necessary to be a successful Entercom employee.	Street Team Promotion Coordinators
15	Street Team Group Interview/Open House	September 28, 2015	Entercom Boston	Candidates attended the Entercom Boston Street Team Group Interview/Open House at the Entercom Boston offices. Topics discussed were the qualifications and skills necessary to be a successful street team member. Current job openings and applications were distributed. Two new hires resulted from this event.	Street Team Promotion Coordinators
16	Guest Speaker at Bay State College Marketing Class	September 28, 2015	Bay State College Campus	The Director of Marketing was a guest speaker for a Marketing class at Bay State College. He spoke with the students about marketing as it applies to Radio and his career path.	Director of Marketing

17	Preventing Discrimination, Harassment and Retaliation Management Training Seminar	November 4-5, 2015	Entercom Boston	Entercom's VP of Human Resources facilitates a seminar for our managers and supervisors that covers Entercom's EEO policy, Entercom's FCC/EEO program requirements and managers' responsibilities, and Federal and State Employment Laws. The seminar also includes a review of Protected Classifications, managers' responsibilities in preventing discrimination, harassment and retaliation with applicants and employees, and Entercom's policy and procedures for employee complaints and responding to complaints.	Station Managers and Supervisors
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